

## 2010 CITY OF SAN JOSE – CAMP NEGOTIATIONS

### CITY PROPOSAL #8- SICK LEAVE PAYOUT

Proposed Language

#### SICK LEAVE PAYOUT

Members of the Federated City Employees' Retirement System who retire with at least ~~fifteen~~ twenty (~~15~~20) years of service are eligible to receive, upon retirement directly from City service, payout for a portion of their unused earned sick leave at the rate of:

#### Accrued Sick Leave Hours

#### Sick Leave Payout

0 – 399 ~~800~~ Hours

50% of final hourly rate

400 – 799 Hours

60% of final hourly rate

800 – 1,200 Hours

75% of final hourly rate

Employees are only eligible for one sick leave payoff while employed by the City of San Jose, including breaks in employment.

Employees who separate from City service on or before June 26, 2010, and who have 15 years of service, shall be eligible for a sick leave payout at the rate that is available at the time of their retirement, as specified above.

Employees hired by the City on or after June 27, 2010, shall not be eligible for a sick leave payoff benefit.

~~If employee's balance is greater than 1,200 hours, employee is also eligible for a payout of 75% of the value of sick leave in excess of 1,200 hours that is earned but unused during the two (2) years prior to retirement.~~

*Part-time and temporary employees **are not eligible** for this benefit.*